



employer advisor

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Read the latest on Utah's economy here:



<http://jobs.utah.gov/wi/pubs/publicat.html>

Interested in Protecting Your Bottom Line?

Partner with the State Unemployment Insurance (UI) Agency to Reduce Improper Benefit Payments and Taxes

Why do improper UI benefit payments matter to you? Because you, the employer, pay for these benefits through higher taxes. In 2010, American employers faced an estimated \$6.86 billion in additional UI costs due to improper payments of UI benefits.

Unemployment Insurance is a safety net program that helps cushion the impact of economic downturns for communities, states and the nation by providing temporary income support for qualified unemployed workers. However, improper payment of benefits is a serious problem that financially impacts employers.

Improper UI benefit payments are often the result of inaccurate or insufficient information used to determine a claimant's eligibility. Employers can help reduce improper payment and potentially higher taxes by providing the information needed to accurately determine a claimant's eligibility.

Be an active partner with UI to improve payment accuracy by following these required steps:

- Report all new and rehired employees and their correct hire dates to the State Directory of New Hires within 20 days of the first day worked, as required by federal law. You may report online at <http://jobs.utah.gov>. Timely reporting helps prevent payment of ineligible UI claims after an individual has returned to work.
- Respond promptly to any Request for Verification of Weekly Earnings from UI.



Verification of employee weekly earnings ensures that the correct amount of UI benefits is paid for weeks of partial unemployment. Failure to respond to a request for verification of earnings can result in improper UI benefit payments.

- Provide complete and accurate employee separation information. Employers are required to provide employee separation information to the state UI program by the specified due date. This information is used, in part, to determine the claimant's eligibility for UI benefits.

Remember: Employers that do not comply with state and federal UI requirements for providing employee information take the risk of paying higher costs through increased taxes, fines or other penalties.

Questions?

Contact your state unemployment insurance office for additional information at 801-526-4400, option 4.

Have You Acquired or Merged with Another Business?

Please notify the Department of Workforce Services!

Many Utah employers fail to notify DWS when they have acquired or merged with an existing business enterprise. This form of succession, the joining of two separate business activities, may change the surviving entity's future tax rate and create a new worksite with the acquired business. The Utah Employment Security Act states that any employer acquiring the business or substantially all the assets of another employer must

notify DWS of the date of acquisition and the name of the acquired business. Rates for the next four years will be calculated by using the combined wage and benefit history from each employer. Administrative rules determine when a newly combined rate will be effective. This usually occurs at the beginning of the next calendar year unless the acquiring entity is a new employer acquiring an experienced, rated employer.

What are the Advantages of Hiring Youth?

It's been said that "our greatest resource is our young people." Because the youth unemployment rate is roughly double the adult unemployment rate, we are in danger of having many young people unable to successfully enter the job market. Since many employers only hire experienced workers, how can youth successfully enter today's competitive labor market? Recently, the Department of Workforce Services (DWS) held a youth job fair for youth ages 14 to 21. The Salt Lake Tribune stated, "Hundreds flock to youth job fair," as more than 400 area youth attended.

Many of the attendees are enrolled in the DWS *Lifting Youth to Future Employment* (LYFE) program. Traits inherent in many of the young people attending the job fair include determination, ambition and drive. These are the same traits most employers seek in an employee. LYFE participants have also received workshop training on what employers are seeking as well as on the importance of timeliness, teamwork, following directions and other job-keeping skills. Moreover, they are eager to learn.

While embracing technology and welcoming change, youth bring enthusiasm and are creative, open-minded and able to meet new challenges.

While young, today's youth bring a knowledge of the Internet. They have grown up using the Internet to find answers to what they don't know.

They embrace diversity and welcome individuality.

Most importantly, the youth of today are both our future and our greatest resource.

Today's youth are the designers and consumers of the products they envision in their future. We need to give them their opportunity.

For information on hiring youth, please visit <https://jobs.utah.gov/services/trainyouth.html>. For information on the LYFE program or the new employment internship opportunity for youth, contact Angie Madsen at 801-468-0115 or by email at amadsen@utah.gov.

smart
choices today
bright **future**
tomorrow

